

HUMAN RESOURCES TRANSFORMATION

Modernizing operations. Strengthening mission readiness.

Copper River Technologies (CRT) and Coho Consulting Group (Coho CG) are mission-driven professional services firms in the Copper River Family of Companies delivering business transformation and mission-enabling services that help organizations operate more efficiently, make better decisions, and achieve measurable outcomes. Our approach integrates people, processes, data, and technology to modernize operations, improve performance, and strengthen organizational readiness.

OPERATIONAL TRANSFORMATION

We deliver HR-focused business transformation services that modernize people, processes, and governance to improve efficiency, transparency, and workforce readiness across the organization.

Services Include:

- *Current-state and future-state HR process assessments*
- *Business process reengineering and SOP development*
- *Organizational maturity and capability assessments*
- *Change management and transformation roadmaps*
- *Governance, roles, and accountability framework design*
- *Workforce optimization and capacity analysis*
- *Facilitation of leadership and stakeholder working sessions*

PERFORMANCE MANAGEMENT

We help HR organizations design and implement performance management frameworks that align individual and organizational performance with mission goals, accountability, and continuous improvement.

Services Include:

- *Performance management process design and optimization*
- *Performance plan and standards development*
- *Metrics, KPIs, and performance dashboard development*
- *Performance tracking and compliance monitoring*
- *Organizational performance assessments and gap analysis*
- *Continuous improvement and feedback framework support*

HIRING STAFF AUGMENTATION

We provide qualified HR professionals to augment Federal Human Resource Offices to streamline and accelerate end-to-end hiring processes to reduce time-to-hire, improve candidate quality, and ensure compliance with Federal staffing authorities and policies.

Services Include:

- *On-site and remote HR specialists and DE Certified*
- *Staffing support for recruitment, classification, and staffing actions*
- *Surge support for hiring backlogs, peak workloads, and DE Audits*
- *Program and project management support*
- *Knowledge transfer and continuity support to sustain operations*

HR DATA & SYSTEMS INTEGRATIONS

We enable data-driven HR operations by improving HR data quality, system integration, and analytics to support leadership decision-making and Federal reporting requirements.

Services Include:

- *Data strategy, governance, and data dictionary development*
- *Agnostic system assessments and integration support*
- *Data validation, cleaning, and standardization*
- *Workforce analytics and executive dashboard development*
- *Automated reporting enabling data-driven decisions*
- *Support for digital modernization and system optimization initiatives*



COPPER RIVER TECHNOLOGIES (CRT)

Project:	Washington Headquarters Services (WHS) Human Resources Directorate (HRD) Value \$3.2M Prime	Operational Efficiencies/ Continuous Process Improvement
Project:	WHS Federal Facilities Division Value \$7M Prime	Performance Mgmt./ Improvement
Project:	WHS Space Portfolio Division Value \$20M Prime	Operational Efficiencies/ Continuous Process Improvement



COHO CONSULTING GROUP (CCG)

Project:	WHS HRD Value \$5.1M Prime	Hiring Support Services
Project:	WHS HRD Value \$10M Prime	Hiring Support Services
Project:	WHS HRD Value \$8.3M Prime	Process Improvement & Automation
Project:	WHS Facilities Services & Operations Division Value \$7.3M Prime	Performance Mgmt./ Improvement

NOTABLE CUSTOMER OUTCOMES

Optimized Time-to-Hire

Through process mapping and standardization, dashboard design /implementation, and customer education, we enabled WHS to reduce it's Time-to-Hire from 165 days to 60 days!

Process Automation

Automated the Military Personnel Award process for WHS; reducing email by 75%, increasing process traceability, eliminated application errors, and decreased the overall approval process time by 50%.

Organizational Readiness

Created a Mission Readiness dashboard by aggregating multiple disparate data sources to provide HRD leadership and their customers with workforce insights, identify trends, and improvements.



ABOUT THE COPPER RIVER FAMILY OF COMPANIES

Owned by the Native Village of Eyak, the Copper River Family of Companies are a collection of both current and graduated Small Business Administration (SBA) 8(a) Certified entities that bring extensive experience supporting the diverse missions of our clients. From Cyber Security Solutions to IT Business Professional Services, and Construction Services to Marine Manufacturing, our vast past performance spans across multiple sectors to support a wide-range of requirements. For over a decade, our clients entrust us to deliver modern, agile, and differentiated solutions and services.

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FAST, SIMPLE PATH TO AN 8(A) DIRECT AWARD



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